

IBEW BENEFIT SUMMARY SHEET

For Employees Hired Prior To January 1, 2006

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$552.00/month towards medical plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **WELLNESS**
\$225.00/year
- **LIFE INSURANCE**
Employer paid \$30,000 policy
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**
Non work-related accident up to \$32,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$1,500/week
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986

RETIREMENT BENEFITS

- **RETIREMENT – PERS 2.5% @ 55**
Employee pays 8% Member Contribution
- **RETIREMENT HEALTH SAVINGS PLAN (RHS)**
\$44.00/month employee contribution
100% of eligible leave deposited into RHS account at separation
- **RETIREE MEDICAL TRUST**
\$50.00/pay period employee contribution
\$50.00/pay period City contribution
- **UTILITY RETIREE MEDICAL TRUST**
Assists with offsetting retiree medical costs

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year
5-14 years of service.....3 weeks/year
15+ years of service.....4 weeks/year
- **HOLIDAYS**
10.5 fixed*
12-36 hours floating*

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** is Unlimited
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; Plus up to one year difference between City/military pay
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**
12 weeks unpaid leave in a 12 month period (must supplement with paid leave if available)

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
1.5 pairs safety shoes/year
\$4.62 or \$13.85/pay period depending on required uniform for pre-approved accessories such as jackets, sweatshirts, tee-shirts, and beanies
- **TOOL ALLOWANCE**
Varies with assignment; Up to \$300.00/year
- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$3,000/fiscal year per terms in MOU
- **WORK SCHEDULE** is flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.